

March 2022

**Information for applicants – Senior  
Associate Economist – Charging and  
markets Ref: BC235**

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Introduction from David Black, interim Chief Executive

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Water companies support all aspects of life. Safe and reliable water and wastewater services are essential for our day to day lives, our wellbeing, and our natural world.

And as the economic regulator of water and wastewater in England and Wales, our role is to enable, incentivise and hold companies to account for providing the very best for customers, society and the environment now and in the future. We also oversee the markets that exist in the water sector to make sure they are working for customers.



To achieve this, we've set ourselves three goals. They are to:

- transform water companies' performance;
- drive water companies to meet long-term challenges through increased collaboration and partnerships; and
- for water companies to provide greater public value, delivering more for customers, society and the environment.

Delivering these goals will help to meet customers' needs: ensure reliable and safe water supplies today with a better environment, affordable bills and a resilient and sustainable future for water.

As we do this, we will be working to fulfil the UK and Welsh Governments' strategic priorities for Ofwat, and UK and Welsh Government policy.

We're ambitious about the future and looking for people who can help us to achieve our goals. Thanks for your interest in joining Ofwat. We look forward to receiving your application.

David Black  
interim Chief Executive

## About Ofwat and the role

Ofwat (the Water Services Regulation Authority) is the economic regulator of the water and wastewater sector in England and Wales. Our [strategy](#). Time to act, together, sets out our ambition for the water sector: providing the very best service for customers, improving the environment and improving life through water, both now and in the future – and the role we will play in achieving it.

Ofwat is a dynamic, innovative and ambitious organisation, and an award-winning employer. We have built a culture that places people at the heart of our organisation through inclusivity and building trusted relationships that encourage autonomy and collaboration. In the 2020 civil service people survey, 79% of people say they would recommend Ofwat as a great place to work, and we outperformed the civil service benchmark in 9 of the 10 key theme areas.

Our work is high-profile and fast-moving, within a dynamic and agile environment. The work that you'll be involved in every day will be about helping us to deliver our strategy, helping us to be the regulator we want to be and helping the sector to deliver outcomes that matter to customers and society. Our strategy sets out the role Ofwat will play. We will adapt, be confident, act with purpose and integrity and continuously improve so that we make the greatest contribution possible to improving life through water.

## Why come and lead Ofwat

Ofwat is an organisation with a well-developed social mission. We are forward-thinking, creative, innovative and ambitious. We constantly push the boundaries and embrace new ways of working. We push hard to improve day-to-day water company performance for customers, including on leakage, sewer flooding and customer service. We drive the sector to take a longer-term view and to take steps now to protect and enhance the environment, using digital and data innovations. Ofwat is a non-Ministerial Government Department, with an independent Board. We are a small organisation of approximately 250 people, with a main Birmingham office, a London base and a small presence in Wales. Before the Covid-19 pandemic we were the first Civil Service organisation to achieve Smarter Working status. We have developed this further through our hybrid working during the pandemic and have won awards for our Path Forward approach as we spend more time in person again.

## Our Values

All our work is underpinned by our SAILOR values which are well established and embedded into everything we do. Actively championed by everyone, they set out how we behave and what we aspire to be as an organisation.

## Our Culture, Our People

Driven by our SAILOR values, we are committed to developing an inclusive culture where our people can bring their whole selves to work, where everyone is treated equally and empowered to thrive. Together we can achieve our vision of improving life through water. Our aim Our people are the heart and soul of Ofwat, and our People Strategy is ambitious and well-embedded. We outperform the Civil Service People Survey benchmarks in 9 out of 10 areas and have an engagement score of 72%, placing us as one of the Civil Service's highest performing organisations. Our recent external Investing In People re-accreditation assessment saw us move from standard to silver, only is to become more diverse and inclusive: reflective of the communities we serve. Our vision is to transform Ofwat from a great place to work to a Great Place to Be. To achieve this, our People strategy is based around five themes:



## We are Ofwat

We aspire to act in line with our values in everything we do



## Economists at Ofwat

Our economics profession has over 30 members, working on a wide range of economics and policy issues, including market design and development, regulatory incentives, valuation, economic appraisal, charging, cost assessment and modelling. Our community delivers and has access to a wide range of seminars and training opportunities, including with other economic regulators and through the UK Regulators Network (UKRN). In addition, as an economist at Ofwat you will be entitled to associate membership (or potentially full membership) of the Government Economic Service (GES).

Economists work across Ofwat, with diverse opportunities to contribute to meeting our ambitious goals. Ofwat is organised in 'clusters'. Each cluster has work programmes that focus on particular areas of Ofwat's regulatory duties and its strategy. We are recruiting for the policy and outcomes (P&O) cluster, which is responsible for developing and delivering Ofwat policy outside the price review.

Ofwat is an agile working environment, so you can expect opportunities to support other clusters and to move around the organisation as work priorities shift. Economists are encouraged to gain a broad range of experience by working across different work areas to shape policy outcomes.

## Charges and markets – P&O cluster

The successful candidate will join the charges and developer services market team. Our team's responsibilities include setting the rules for charges that water companies levy on customers, and for the fast-growing market for new appointees (or NAVs). We work across clusters and with stakeholders to develop and monitor policy. While our team's focus is on delivering better outcomes for customers, we also consider the long-term implications of our policies, for society and the environment.

We use our charging rules to promote charges for customers that are stable, fair, transparent, predictable and innovative. We are currently considering a wide range of charging policy issues, including with respect to improving environmental outcomes (for example incentivising water-efficient new homes) and affordability (linked to CCW's independent water affordability review). Much of this work interfaces with our price review (PR24) or other aspects of Ofwat's duties and strategy.

New appointees typically compete with the large water companies to lay the water and wastewater infrastructure for new housing developments. They may then become the water company for the new premises. Our goal is for new appointees to provide choice and improved service to developers, dynamic benefits and innovation, and a good service to customers. We work through the framework of competition law and regulation to promote markets for developer services for the benefit of customers, society and the environment.

## Role expectations

As a Senior Associate Economist you will have a significant degree of autonomy and responsibility. You are expected to be a self-starter and to exercise your judgement responsibly in line with our strategy and ways of working.

You will have ample opportunities to develop and consolidate your skill set. You will develop your skills through continued learning and development within the Economics profession, within your cluster and more widely.

## Key deliverables

The key deliverables of the role include:

- leading on work areas, taking responsibility for their successful delivery;
- undertaking (or helping to commission) quantitative and qualitative economics;
- developing policy, including identifying and appraising options, assessing impacts and making recommendations;
- engaging with and presenting to colleagues internally and stakeholders externally; and
- drafting key parts of reports and publications to a high standard.

## Professional requirements

	Essential	Desirable
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>• A degree level qualification or equivalent experience with significant economic content.</li> </ul>	<ul style="list-style-type: none"> <li>• A post-graduate qualification with a focus on micro economics, regulatory or competition economics.</li> </ul>
<b>Experience and Knowledge</b>	<ul style="list-style-type: none"> <li>• Applying economics in a government department, regulator, regulated organisation, competition authority or consultancy.</li> <li>• A high level of numeracy.</li> <li>• Good written and oral communication.</li> <li>• Successfully delivering pieces of work to time and to a high standard.</li> </ul>	<ul style="list-style-type: none"> <li>• Application of microeconomics to economic regulation.</li> <li>• Experience of policy development</li> </ul>
<b>Civil Service Behaviours</b>	The successful candidate is expected to demonstrate Civil Service behaviours and strengths during the recruitment process – see <a href="http://www.gov.uk">Success Profiles - GOV.UK (www.gov.uk)</a>	

	<p>for more information. The following behaviours will be assessed based on the written application and at interview:</p> <ul style="list-style-type: none"> <li>• Making Effective Decisions</li> <li>• Working Together</li> </ul> <p>At interview, the following additional behaviours will be assessed:</p> <ul style="list-style-type: none"> <li>• Delivering at Pace; and</li> <li>• Communicating and Influencing</li> </ul> <p>Civil Service Strengths may also be assessed at interview.</p>	
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## Terms and conditions of employment

### Contract

This is a permanent appointment.

### Salary

The salary range for Band 3 Senior Associate is £34,528 - £51,627. The level of salary offered to the successful candidate(s) will depend on the skills and experience demonstrated as well as other factors including internal relativities. For further information or an informal discussion please contact [recruitment@ofwat.gov.uk](mailto:recruitment@ofwat.gov.uk). Salary is paid monthly by credit transfer.

Internal and Civil Service candidates already at this job level would normally maintain their existing salary arrangements as this would be classed as a level transfer. If applying for the role as a promotion, these candidates can typically expect to be appointed on a salary at the bottom of the band or a 10% increase to existing salary, whichever is greater.

### Location

We have agile working practices. Employees may work from home and from either our Birmingham or London offices; we expect teams to have regular times together in person. There is travel between offices and occasional other travel as required. During the Covid-19 pandemic, in line with the government's advice, the majority of employees worked from home.

### Contracted place of work and taxable expenses

Any person who regularly works more than two days a month in both the Birmingham and London offices, irrespective of their contracted place of work, is considered by HMRC to have two permanent workplaces.

The payment of your rail fare, accommodation or subsistence in this situation attracts tax and National Insurance because you are receiving a benefit.

Ofwat meets the cost of the tax and National Insurance by grossing up your expenses and recovering the net amount through your monthly pay package. But the expenses are classed as taxable earnings, which could impact on any attachment of earnings – for example, student loan repayments, high income child benefit and state benefits.

This means that you will not be required to meet the costs of travel to the office location where you are not based.

For further information on taxable expenses, please email [payroll@ofwat.gov.uk](mailto:payroll@ofwat.gov.uk).

## **Hours of work**

This post is open to full-time, part-time or job-share. For a full-time position, the successful post holder will be required to work a minimum of 37 hours, excluding lunch breaks. You will be required to work such additional hours as is reasonable and necessary for the efficient performance of your duties.

## **Probation**

There is a probationary period of six months for all new entrants. Subject to satisfactory performance, the post holder will be transferred to permanent establishment at the end of their probation.

## **Annual leave**

On appointment the post holder will be entitled to 25 days' annual leave plus 10½ days' public and privilege holidays a year. Annual leave entitlement will be increased by one day for each year of continuous employment with Ofwat, up to a maximum leave allowance of 30 days.

## **Pension**

On appointment, you are eligible to join the Civil Service Pension. The Civil Service offers a choice of defined benefit and stakeholder pensions, giving you the flexibility to choose the pension that suits you best. We offer you a choice of two types of pension.

**Alpha:** alpha is an occupational pension scheme and provides a defined benefit worked out on a Career Average basis.

From 1 April 2020, member contributions are based on actual salaries.

From 1 April 2020, employee contributions are:

Actual pensionable salary (annual)	All members
Up to and including £22,600	4.60%
£22,601 to £54,900	5.45%
£54,901 to £150,000	7.35%
£150,001 and above	8.05%

From 1 April 2020, employer contributions are:

Revised Salary Band (£)	ASLC rate from 1 April 2020
23,000 and under	26.6%
23,001 to 45,500	27.1%
45,501 to 77,000	27.9%
77,001 and over	30.3%

**Partnership:** this is a stakeholder pension with a contribution from Ofwat. How much we pay is based on your age. We pay this regardless of whether you choose to contribute anything. You do not have to contribute but, if you do, we will also match your contributions up to 3% of your pensionable earnings.

Employer age-related contributions are:

Age at the last 6 April	Percentage of your pensionable earnings
Under 31	8%
31 to 35	9%
36 to 40	11%
41 to 45	13.5%
46 or over	14.75%

To learn more about the Civil Service Pension schemes, please follow the link <http://www.civilservicepensionscheme.org.uk/>.

## Ofwat benefits

We also offer a range of additional benefits. These include:

- access to our package of benefits via our 'Edenred' scheme. This is a voluntary benefits scheme where staff have access to exclusive discounts on a range of goods and services such as retail outlets, theatre tickets, holidays, insurance and gym membership;
- cycle-to-work scheme;
- season ticket loan for travel between home and office;
- flexible working arrangements;
- fees paid for membership of relevant professional bodies;
- regular professional development;
- health and wellbeing initiatives; and
- free eye tests and contribution towards lenses/spectacles for VDU users, if appropriate.

Any move to Ofwat from another employer will mean you can no longer access childcare vouchers. This includes moves between government departments. You may however be eligible for other government schemes, including Tax-Free Childcare. Determine your eligibility at <https://www.childcarechoices.gov.uk/>.

## Further information

### Security clearance

Any offer of appointment will be subject to satisfactory completion of security and pre-employment checks. Further information about the security checking procedure is available on request.

### Nationality and immigration control

This post is open to nationals of states within the British Commonwealth and the European Economic Area (EEA) and certain members of their families. There must be no employment restriction or time limit on your permitted stay in the UK.

If you would like further information on Nationality and Immigration Control, please email us at [people@ofwat.gov.uk](mailto:people@ofwat.gov.uk).

### Stocks or shares

Because of the nature of the information you will come into contact with and the need to be wholly independent of the water sector in England and Wales, you and your family (including

your spouse or civil partner and any children or step-children under the age of 18 who still live at home, or any other member of your household) will be precluded from owning, purchasing or dealing in the shares of the water companies and their holding companies.

## How to apply

Applications should be made on the civil service website prior to the closing deadline.

### Selection timetable

Closing date	25 March 2022 at 10am
Sifting	Week commencing 28 March 2022
Interview date(s)	11 or 13 April 2022

Please note that during the interviews will be conducted via video conferencing software Microsoft Teams. Further details will be provided to shortlisted candidates upon invitation to interview. It may be necessary for a second stage interview, which will be communicated to the successful candidates, if required.

If you have any queries about any aspect of this role, selection process, or you require any reasonable adjustments please email [recruitment@ofwat.gov.uk](mailto:recruitment@ofwat.gov.uk).

### Expenses

We will refund travelling costs at the rate of standard rail fare for the journey or motor mileage rates (cars: 25p per mile). Please note that proof of purchase will be required for all public transport expenses.

We cannot refund expenses for travel into the UK. If you have to stay overnight, please contact [recruitment@ofwat.gov.uk](mailto:recruitment@ofwat.gov.uk) for further details.

### Data protection

We will use your application only to inform the selection process. If you are successful it will form the basis of your personal employee record with us and we will store it electronically within our SharePoint Electronic Document Management System (EDRMS) and our HR system iTrent. Unsuccessful applications are not retained and will be destroyed using Ofwat's secure disposal methods. If you have indicated that you would like Ofwat to retain your information for future similar employment opportunities we will retain this information. If at any point you decide you do not wish Ofwat to retain your information for these purposes please contact us and we will ensure your information is removed from our systems, unless we are legally obliged to hold it for a further period.

We will hold any data about you in completely secure conditions and with restricted access. Information in statistical form on present and former employees in some instances is provided to appropriate outside bodies. Wherever possible Ofwat ensures that statistical information is anonymised.

We will include data that you provide on the diversity monitoring form in a general database for statistical monitoring purposes only. This enables us to monitor the effectiveness of our policy on equal opportunities in employment.

Ofwat processes all the personal data you have provided during your application as set out in Ofwat's privacy policy which is available here: <https://www.ofwat.gov.uk/publication/privacy-policy/>. If you have any concerns regarding the processing of some or all of your data please inform the People Hub in writing to [people@ofwat.gov.uk](mailto:people@ofwat.gov.uk) and/or the Data Protection Officer by emailing [FOI@ofwat.gov.uk](mailto:FOI@ofwat.gov.uk).

## Diversity

Ofwat aims to be an equal opportunities employer. We intend to make sure that there is equality of opportunity and fair treatment for all irrespective of:

- age;
- disability;
- gender reassignment;
- marriage and civil partnership status;
- pregnancy and maternity;
- race, religion or belief; or
- sex or sexual orientation.

We would like to assure you that we will treat the information you provide on the diversity monitoring form in the strictest confidence and only use it to help us monitor appropriate equal opportunities policies. This information plays no part in our selection process.

## Investors in People (IIP)

Ofwat has IIP Silver accreditation which reflects good management practices throughout our organisation, including in business planning, individual objective setting, learning and development opportunities, as well as continuous constructive feedback through our delivery and development conversations approach to performance management.

## Complaints procedure

The process of recruitment and assessment embraces the principles of fair and open competition and best practice. The first is to maintain the principle of selection for

appointment to the Civil Service on merit on the basis of fair and open competition as outlined in the [Civil Service Recruitment Principles](#). The second is to promote an understanding of the [Civil Service Code](#) which sets out the constitutional framework in which all civil servants work and the values they are expected to uphold, and to hear and determine appeals made under it.

If you feel your application has not been treated in accordance with the recruitment principles and you wish to make a complaint, you should contact Sarah Lal, Head of HR, Corporate Enablers (People), Ofwat, Centre City Tower, 7 Hill Street, Birmingham, B5 4UA in the first instance. If you are not satisfied with the response you receive from us you can contact the Civil Service Commission at [info@csc.gov.uk](mailto:info@csc.gov.uk).

**Ofwat (The Water Services Regulation Authority)  
is a non-ministerial government department.  
We regulate the water sector in England and Wales.**

Ofwat  
Centre City Tower  
7 Hill Street  
Birmingham B5 4UA  
Phone: 0121 644 7500

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Any enquiries regarding this publication should be sent to [mailbox@ofwat.gov.uk](mailto:mailbox@ofwat.gov.uk).

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